



Welcome to the 21st Century Project





Meeting Agenda

Union Stakeholder Meeting

June 15, 2006

- *Introduction of Project Leadership*
- *Collective Bargaining Perspective*
- *Project Overview*
- *Project Status & Timeline*
- *Project Definition / Business Transformation
Vision / Change Management*
- *Technology Update*
- *Roundtable Discussion*
- *What's Next*



Introduction of Project Leadership

- *The Business/Technology – Don Scheppmann*
- *The Technology – Terry Bridges*
- *System Integration (BearingPoint) – Brian Wilson*
- *The Organizational Change Management – Camille Goodwin-Boyd*



Collective Bargaining Perspective

- *Obligations under the contract*
 - *Transition to a new payroll system*
 - » *Establish Joint Union/SCO Advisory Sessions to advise the SCO*
 - *Advisory Sessions*
 - *Timeline - July – November 2006*
 - *Transition to new SAP Bi-Weekly Pay Plan*
 - » *DPA meets with BU 12, 14, & 18*
 - *Timeline – August – November 2006*
- *Union / Employee Impacts*
 - *Access to Information – Membership Data*
 - *Business Practice Changes*



Project Overview





What is the 21st Century Project?

The 21st Century Project is a collaborative effort to improve and replace the State's outdated Human Resources systems with:

- *New technology*
- *Improved and automated human resources/payroll business processes*
- *Enhanced access of information to owners*



Project Partners

Software selected – SAP

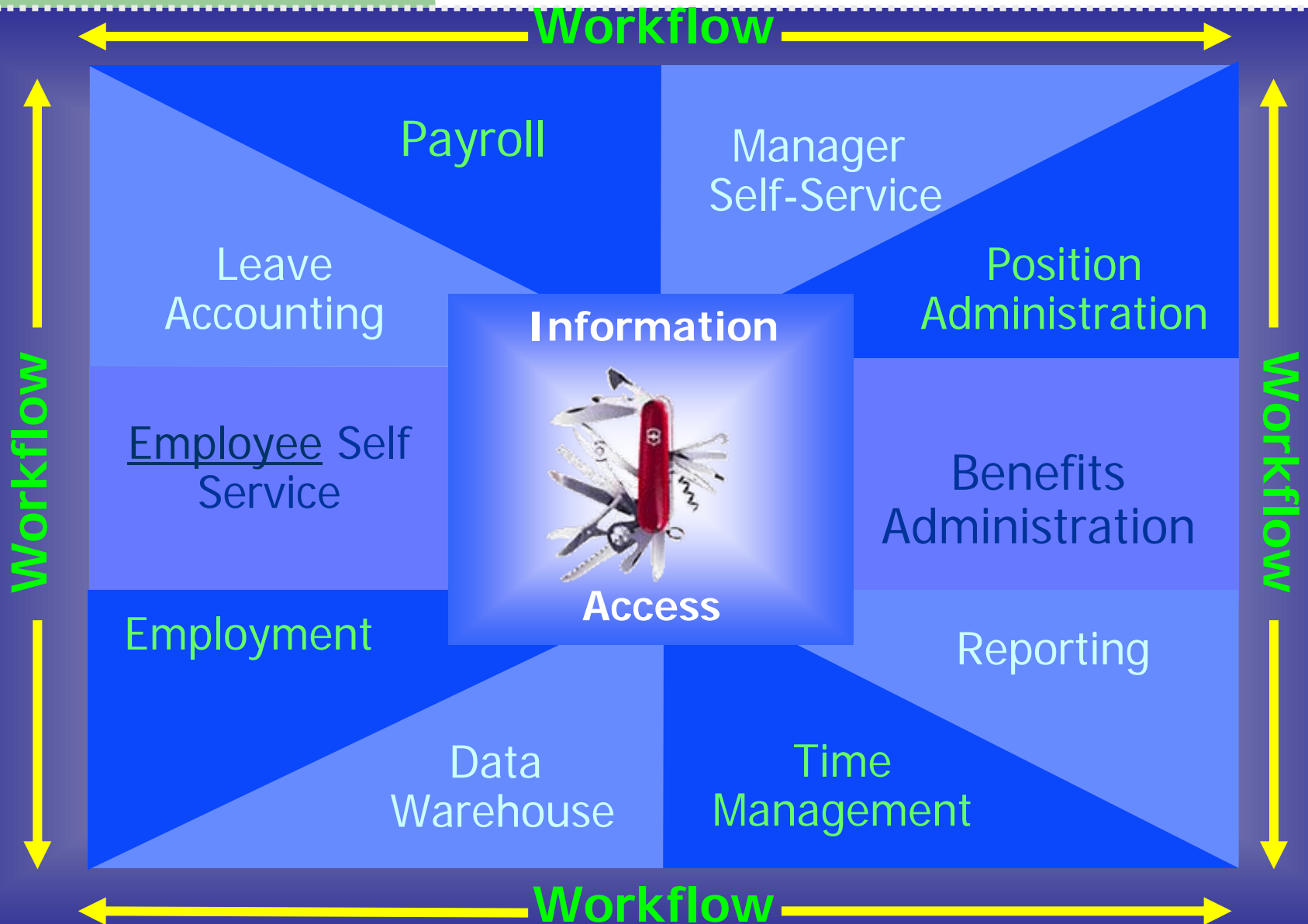
A proven commercial off-the-shelf HRMS/Payroll system

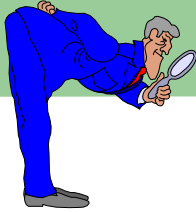
*Implemented in: Pennsylvania, Arkansas, Washington,
Louisiana and at the Department of Water Resources*

System Integrator selected – BearingPoint

*Experience in implementing SAP Project planning, system design
and implementation*

Core Business Functionality





Employee Self-Service



Employee Self-Service provides the ability for employees to view and maintain their own human resource and payroll information.

- *Allows employee access 24 hours a day, 7 days a week*
- *Ability to add, delete or change personal information*
- *Submission of Time and Attendance*
- *Maintain personal benefit information (including health)*
- *View, inquire and print current and historical Human Resource and Payroll information*



Project Objectives

- *Provide the State of California with a progressive and comprehensive integrated Human Resources Management and Payroll System.*
- *Produce accurate and timely payrolls*
- *Maintain accurate employment history and benefit administration information*
- *Provide a system that is convenient and easy for all stakeholders to use*
 - *Employee Self Service*
 - *Better Access to Union Information*



Project Impacts

- *Business changes throughout State Government*
- *Enhanced reporting*
- *Flexibility in delivering new functionality*
- *Employee ownership of personal information with 24-7 access*
- *New technology allowing for future system enhancements*
- *On-line HR information access for employees, supervisors and managers*
- *Interactive Voice Response System (IVR)*



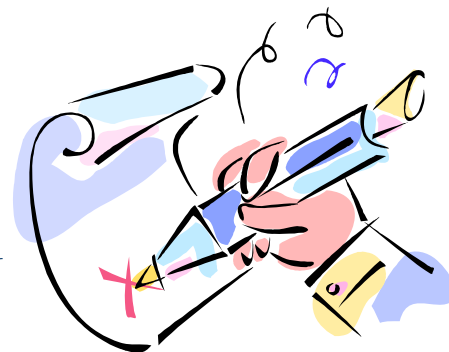
Project Status & Timeline





Project Status

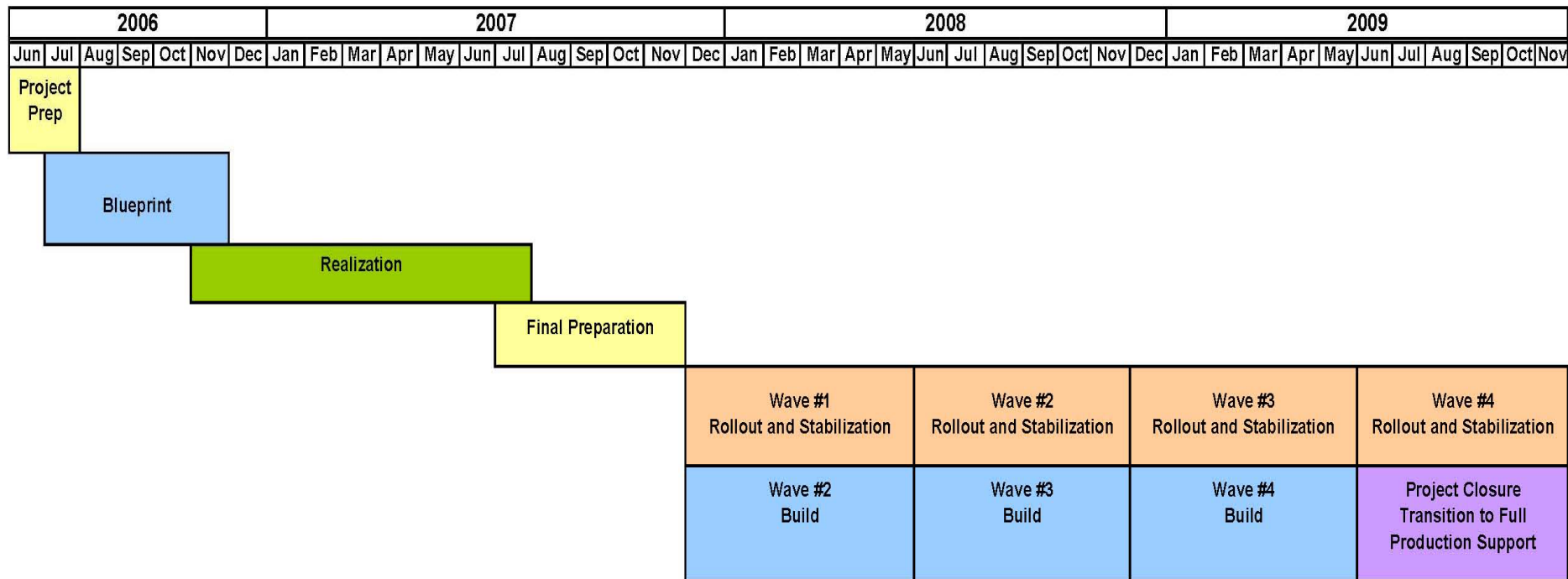
- *BearingPoint contract signed on May 25, 2006*
- *SAP contract signed on June 8, 2006*
- *DGS approved and signed all contracts on June 9, 2006*
- *Project start-up on June 12, 2006*
- *Project Timeline*
 - *System Design & Implementation*





21st Century Project – Timeline

System Design and Implementation





Technology





System Technology and Going Forward

- *21st Century solution built on a Multi-Tier Architecture*
- *Hosted at the Department of Technology Services*
 - *Installing the Hardware, OS and DBMS*
 - *Loading and Configuring SAP's Software*
 - *Engineering and Implementing System Security*
 - *Future Environments*
- *System Security – Department & Employee Impact*
- *Deployment*
 - *Confirming Department Readiness*



Project Definition / Business Transformation Vision / Change Management





This Project is About...

- *SAP HR/Payroll Implementation*
- *Business Transformation*
- *New Technology*
- *Integration with Other Systems*
- *Change Management*





Business Transformation Vision

✓ Methodology and Approach

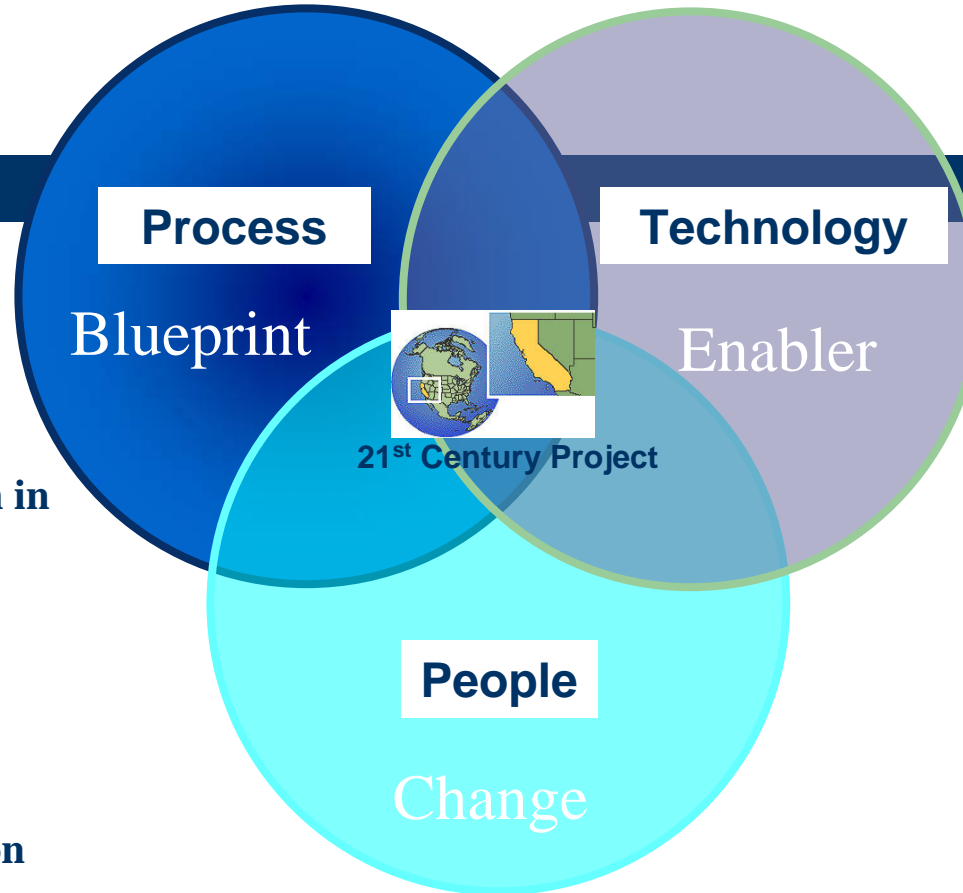
✓ Department Participation in Workshops

✓ Union Participation in Advisory Sessions

✓ Integrated Business Processes

✓ Solution Preparation

✓ Implementation Strategy



- Integration Infrastructure
- Workflow
- Interfaces

- Organizational Change Management
 - Leadership Mobilization & Alignment
 - Workforce Transition
 - End-User Training



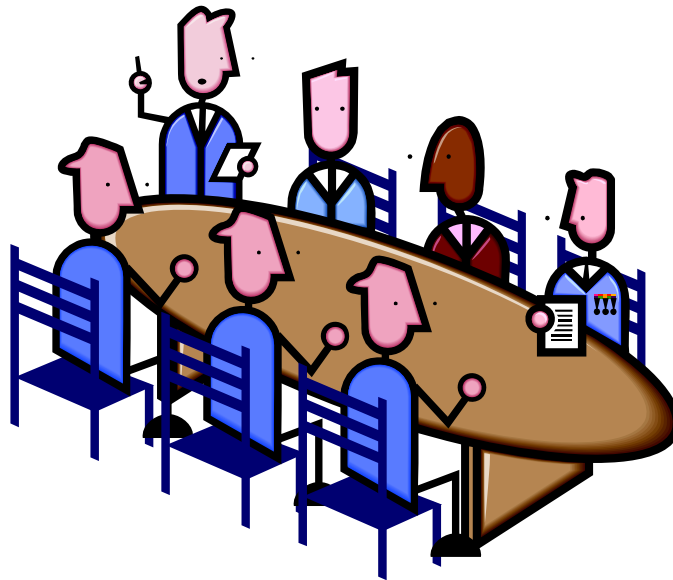
Change Management When Change Is Effective...

- *Leaders are **actively involved** throughout the project*
- *Employees **understand** what the impact of change will mean personally for them*
- *Workforce is **trained** and has the **right skills & knowledge** to perform in the new environment*
- *Change work is **integrated seamlessly** within program and project management*



Roundtable Discussion

- *Open Forum – Questions & Answers*
- *Schedule Future Advisory Sessions*





What's Next

- *Hold Business Blueprint Workshops (July – November 2006).*
- *Hold Future Union Stakeholder Sessions (July – November 2006).*
- *Continue discussions with control agencies, business partners and department who administer affected statewide programs*

Project Begins!!!!



Questions?



For information about the 21st Century Project and a description of each new function please refer to the State Controller's Office Web site at:

WWW.21stCentury.CA.GOV

Questions or comments can be email to:

21stCentury@sco.ca.gov